Local Govt. Service

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Citizens Met Them at Wandsworth's Exhibition

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Local Government Service

JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

NO. 17 VOL. XXIV JUNE 1947 THREEPENCE

	PAGE
HOW WANDSWORTH'S PLANNING, TEAM WORK AND SALVAGE GAVE IT THE BEST-YET CIVIC EXHIBITION	336
BUILDING HOUSES TO FIT FAMILIES WILL HASTEN REHOUSING AND REDUCE COSTS AND RENT—*by J. Metcalfe*	338
MAKE ROOM FOR PUBLIC RELATIONS IN THE TOWN HALL," URGES P. E. P.—INDEPENDENT RESEARCH GROUP	339
PRE-CONFERENCE CRISIS—*by "Jackass"*	340
AT RANDOM—*by "Hyperion"*	340
MY BOOKSHELF—*by "Edward Kay"*	341
A NALGO DIARY—*by "Abingdon"*	342
NALGO ACTS TO SAFEGUARD ITS MEMBERS' LOT UNDER ELECTRICITY, TRANSPORT AND PLANNING BILLS	343
READERS' FORUM	344
WAR MEMORIAL FUND REACHES £15,000	346
EDUCATION NOTES	346
STAFFS OF 177 COMPANIES HAVE JOINED	346
GENERAL SECRETARY MAKES WHIRLWIND TOUR OF SCOTLAND	348
TEDDY RILEY LEAVES N.J.C.	348
ENGLISH CHARTER PROGRESS	348

SHAPE OF BOUNDARIES TO COME

THE need for local government reform is now generally appreciated. Few disagree that big changes are needed, but here the agreement ends; local government has plenty of doctors, diagnoses, and prescriptions, but they tend to cancel each other out. The government itself recognises the need for reform and every now and then a junior minister emits an inspired indiscretion about the shape the reforms are likely to take. But while Nero fiddles ague tunes of the future, Rome burns—ocal government becomes ever less suitable or modern needs and is being bereft of its unctions because its structure is out of armony with what is wanted.

Track Through the Jungle

The picture is not all black. Recent decisions and reports of the Local Government oundary Commission suggest that a track (or series of tracks) is being formed through the ungle of authorities and powers. If the commissioners have so far found no revolutionary olution to the problems confronting them, at ast these documents suggest two good things: rst that in the performance of their duties the ommissioners are trying to carry the local uthorities with them; and that besides dealing ith the day-to-day tasks set before them they re seeking general solutions of problems of ocal government structure. It may well be at a study of their publications will furnish ues to the way in which local government will e recast in the years to come.

The commissioners' annual report re-states, concise form, the familiar confusion: the ariations in size, functions, wealth, and fficiency of the local bodies. They conclude isely that the figures furnish a strong case on aper for fairly drastic alterations. "It is seless, however, only to consider the dry gures at a desk and do arithmetic . . . Each rea has its own local problems and its own haracteristics, patriotisms and affinities, and ust be examined on the spot with the help of embers and officers of each local authority." his realism, characteristic of the commission's ork, reflects the care which they have taken to ake close contacts with the local authorities. We have" (they say) "a unique opportunity f collecting, appraising and reporting local overnment opinion." Their technique of ocal survey, of informal talks with members nd officers of the interested authorities, and f giving not only their decisions but the easons for them—all these devices should help o inspire confidence in their judgments.

The demand for change has certainly proved o be widespread. If the commission had ceded to all the demands submitted to it, the ocal face of England would have been vastly hanged. Of 144 counties and county boroughs, 117 want some alteration. The adoption of the proposals would have increased the area of county boroughs over two and a half times and would have cut down the population of counties and their rateable value by one quarter.

Such far-reaching changes have not been adopted, but there are to be some immediate concessions and the outlines of further reforms are sketched. Thus 14 Lancashire county boroughs which applied for extensive enlargements have been told that the effect would be to create a solid block of county boroughs in South East Lancashire and would so reduce the county in affluence and population as to render it an ineffective unit; Liverpool was told that its pre-war population of 912,000 was too big; some boundary changes are conceded, but for the most part the commission reserves judgment and proposes to make a further and more general investigation. It gives, too, a hint—it is no more—of one way in which a solution might be found—in the idea, already mooted, of a Manchester county council, of a new sort of two-tier unit in which the existing county boroughs would surrender their status and become the second-tier units in what would be in effect an urban county.

Short of such a radical change, various modifications of the *status quo* are possible—the extension of existing county boroughs, the elevation to borough status of county districts, or alterations of boundaries between one authority and another. Some such changes have earned the approval of the commission. The grounds for them are stated and the principles are of interest.

Efficiency a Criterion

Thus extensions of such crowded and blitzed cities as Liverpool, Southampton or Bootle are approved to provide within the respective boroughs the land which they need for housing and industrial development; but the commission thinks that no such case can be made for Grimsby. At Hull, the commissioners propose the addition of the neighbouring urban district of Haltemprice, despite the strong separatist sentiments of its inhabitants and despite its "good record of administration." From the last remark we can see that administrative efficiency is to be one of the criteria on which the commission will base its decisions.

Further evidence of this tendency is provided by the reference to six small counties—Huntingdon, Isle of Ely, Soke of Peterborough, Rutland, Holland, and Kesteven—as "not within their present boundaries effective and convenient units for county council government." That these areas will ultimately be subjected to some change seems certain, but they are so intimately linked with surrounding areas that the commission feels that a decision must await a review of the whole territory from Luton in the south to the Humber in the north.

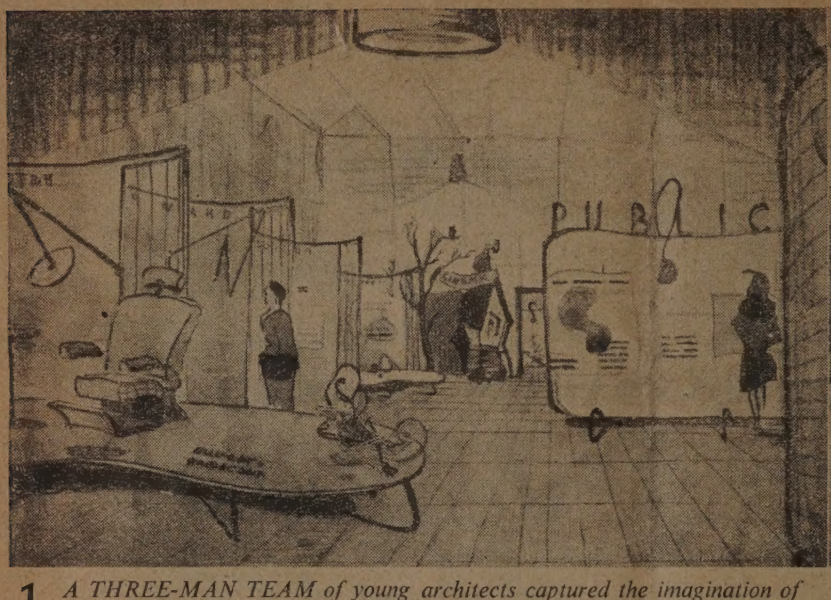
Two lions lurking in the path of local government reform are mentioned with optimistic references to the likelihood of their early removal. First, is the impoverishment of county areas which must ensue if county borough boundaries are extended; but, says the commission, the basis of the block grant is shortly to be revised and will in future make greater allowance for financial needs. When this has been done, this factor will occupy a less prominent place among those needing to be considered in effecting boundary revisions. The second is the relation between boundary changes and planning; here again the commission expects early legislative progress; co-operative decisions between themselves and planning authorities should then become much easier.

Keep Titles and Ritual!

The commissioners, as we said, are realistic, and they support no extreme school of local government reform. Their skill in drawing the good from various aspects of the existing system and suggesting how it might be retained in a future reconstructed scheme is illustrated by their attitude to local tradition. The ancient boroughs, too small to be effective units, could retain their privileges and ceremonial while merging with wider areas for practical purposes. Or again, interest in parish politics and institutions could be preserved by similar means to those proposed to express the new conception of neighbourhood units and community centres in towns.

Subject to such precautions for retaining local enthusiasm, the commissioners propose the equalisation of powers for all authorities of the second-tier—non-county boroughs and urban and rural districts. Even so, *amour propre* is not to be sacrificed: "Members of local authorities—like other people—attach importance, perhaps undue importance, to names and titles, and the threat of altering what they regard as the superior status of an urban district to that of a rural district, or *vice versa*, excites a disproportionate amount of opposition." Let them keep their titles and their ritual, say the commissioners in effect, but give them all the same local government functions.

The commissioners' attitude, then, foreshadows no root-and-branch changes in local government; but it suggests—what is perhaps more desirable and certainly more difficult to achieve—lines of reform which may bring into being the major objective of larger and wealthier units without destroying local initiative and without antagonising the existing authorities. If this means, not that the commissioners are too timid to accomplish the major changes necessary, but that they are seeking to minimise the opposition, they may be congratulated on their initial progress and on their realistic approach to the future.



1 *A THREE-MAN TEAM of young architects captured the imagination of councillors and officers with a set of "visuals" like that shown above—*

2 *EACH DEPARTMENT put forward its —gave the planning team facts and fig*

How Wandsworth's Planning, Team Work, Salvage, Gave it the Best-yet Civic Exhibition

DISCARDED A.R.P. stores converted into display screens, tables and flower tubs ; fabric once used for repairing blitzed windows, transformed into attractive models; white road-marking tape doing duty as artificial ceilings ; rescue party search-lights standing-in for exhibition floodlights —these were a few of the clever improvisations that earned for "Living in Wandsworth" the descriptions of "a junior 'Britain Can Make It'" and "a civic exhibition made from a salvage store."

It is, perhaps, the best designed and most human, convincing and exciting review of a council's work ever made.

The story of how it was built is as dramatic as the exhibition itself. It began as a modest project for which the branch had set aside £50, but in five months it had become the most ambitious venture of its kind. It was designed by a young council architect, JERRY MATTHEWS, who had studied for his R.I.B.A. finals in a tent by the light of an oil lamp whilst waiting for the Battle of the Rhine to begin, and his two assistants, JACK LUNN and LESLIE GOODAY.

The Right Beginning

They drew panorama views, complete in colour and detail, of each section of the exhibition, as they dreamed it should be. These they put on show in a well-lit display stand for approval. The effect was hypnotic. Councillors, chief officers, and branch colleagues came, saw, and not only concurred but were entranced. "Go ahead," they said, "we'll buy it. Just ask if there's anything you want."

There was. They wanted money ; the Council gave £2,000. They wanted authority ; the mayor and two aldermen sat with them on a joint committee. They wanted data ; each department supplied it. They wanted materials ; the engineer lent all he could. They wanted helpers ; the staff stepped forward in a body and worked like tigers. And most of all they wanted a free hand to put in what they liked, how they liked, and to omit what they thought unnecessary ; they got it, and the branch was solid behind them.

Wandsworth branch has proved once and for all that a local authority has all the materials, tools and brains to make a first-rate show. Knowing where to find them helped Wandsworth to slash its costs. Where salvage, brought to life by a coat of paint, would not fill the bill, they borrowed—first wallboard for screens (this went back into stock afterwards) ; then the sound-proof quilting from the housing department to insulate the cinema and prevent the continuous film show distracting visitors in other parts of the exhibition ; and later the loud-speaker van, from the road safety unit, that carried officer-commentators round the town to advertise the opening day.

Inspired Camera Work

The heaviest costs were for photographs and sign-writing ; outside firms were called in to do both. Lunn always went out with the cameraman, described on the spot what he wanted, suggested original treatments and new angles, and put life, power and drama into what was to become one of the finest set of local government action pictures existing today. An artist and two apprentices worked on the lettering for eight weeks.

Prefabrication began in January in cellars, corridors and odd corners, and lasted four months. Then, a week before the opening day, "Operation NOLAG" was launched. In it, the erection of each stand was timed to the minute. One night, seventy volunteers—only forty were asked for—made an all-out onslaught lasting till the small hours. Thirty boys from the grammar school helped put the finishing touches on the last day. "Above all," ran the operational order, "panic must be strictly rationed."

Meanwhile, the publicity men had not been idle. They had prepared :

6 16-sheet posters for hoardings in the borough,
2,000 double-crown posters for schools, churches, factories and vehicles,
3,000 cards for shop counters,
Slides for cinemas, and
55,000 handbills.

A Real Day-Nursery

Among the exhibition's special features were :

A pram park ;
A real day-nursery—both an exhibit and a service to visiting mothers ;
A rest-room library ;
An exhibit showing how a house is valued ; and
A full-scale mock-up of the interior of flats in the borough.

The exhibition itself was but a part of a "civic week" run by the borough. Throughout that week, six lectures told the ratepayer more about his town, how it had grown up—"Clapham Through the Ages," "Streatham —Then and Now," "The Story of Tooting. Through 1,000 Years," "Natural History of Wandsworth," "Old Putney," and "The Story of the Wandle," gave fascinating peeps into local history.

At the same time, four citizens' conferences on health, recreation, spending and town planning, encouraged all—in the interests of publicity—to "have a go" at the Council.

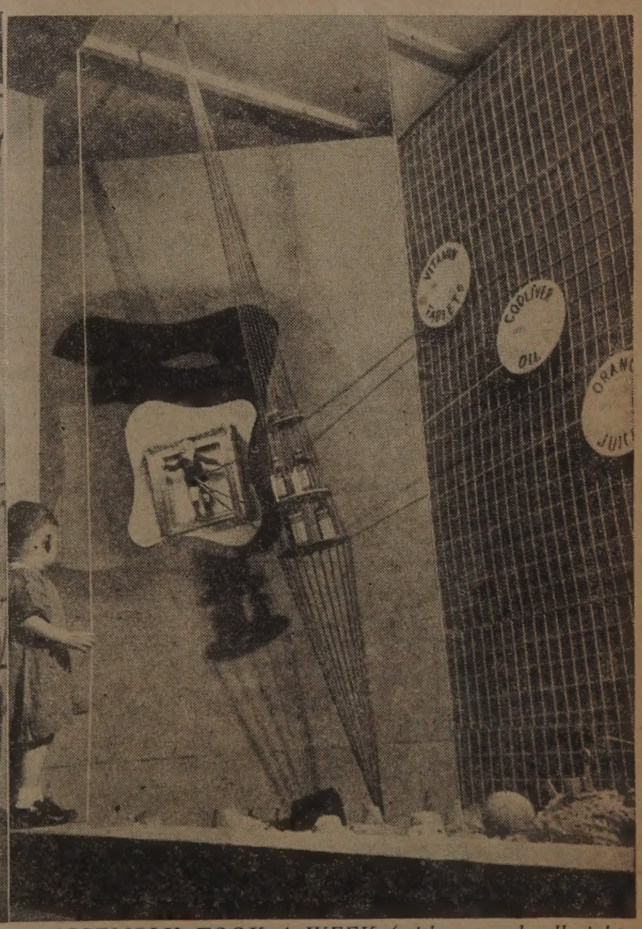
To take the exhibition to those who could not go to it, thousands of copies of an excellent 16-page handbook, well illustrated, simple and vivid, were sold for sixpence each.

The week was opened by ERNEST BEVIN Foreign Secretary and M.P. for Wandsworth "Democracy," he said, "and its continuity and permanence depends on the interest that the citizen takes in local government." Mr. Bevin mused for so long over the entries in an old rate book dated 1735, on show in the exhibition, that he had to hurry to regain his place in the procession.

LVAGE STORE lent A R P wire-netting, tubing, unwanted shelter ks—the engineers made them into stands, tables, flower-tubs— Council voted £2,000 for expenses and pledged its full support—

4 *CAMERAMEN went forth to search for telling shots of council workers in action (see cover)*

EVERYBODY FOUND A JOB—many willing hands toiled for four months to a strict production table in cellars and corridors after office hours—the exhibition was prefabricated—



6 *ASSEMBLY TOOK A WEEK (with several all-night sessions)—and this is what a corner of the maternity and child welfare section looked like on the opening day.*

Building Dwellings to Fit Families Will Hasten Re-housing—and Reduce Costs and Rent

To speed up re-housing is a formidable undertaking alone, but to do this and, at the same time, to cut rents and reduce local authority expenditure on building is little short of a miracle. But it can be done, if plans are based on needs, claims

J. METCALFE, A.L.A.A.,
Chief Financial Officer, and Rating and Valuation Officer, Kearsley U.D.C.

WE could be getting more houses, and, what is more, we could be getting them cheaper: cheaper to build and cheaper to rent.

Britain's housing programme is thoroughly unsound and uneconomic. Our planning, both national and local, takes little account of what kinds of houses are most needed, and fails to use available resources to meet those needs in the most economical and efficient way. As a result we are building the wrong sort of houses for the people who need them.

Efforts to assess housing needs have been made by Liverpool University in a survey of the size of families on the Norris Green Estate, and by the authors of the Manchester Plan in a forecast of population trends, based on the censuses of 1911 and 1931, and a later survey. But apart from these, there have been few scientific approaches to the problem.

Most houses already built by local authorities are "Three-bedroom family dwellings," and an even larger proportion of the permanent houses now being constructed are of the same kind. One reason for this is that the Ministry of Health prefers the 3-bedroom type and, in approving tenders, gives preference to those showing a low cost per square foot. Hence, Ministry approval is more readily given to a house occupying 1,000 square feet than to a smaller one occupying 800 or 500, since the cost per square foot of the smaller is likely to be higher.

Method Is Absurdly Simple

But in Kearsley we thought that building three-bedroom dwellings to the exclusion of all other kinds was neither the best nor the quickest nor the cheapest way to house our homeless, our young married couples, or our returning servicemen, or to find more healthy space for our growing families. So we decided to find out just what size homes were required by our people, and then to plan how to get them. Our method of finding out was absurdly simple—just asking a sufficient number of its inhabitants.

We divided the survey into two parts, the first covering council-owned houses, the second privately owned. The whole survey involved inquiries at 3,200 houses, accommodating over 10,000 people. Cards—later filed in alphabetical order and providing a permanent reservoir of facts useful for all housing purposes—were delivered and collected by hand, and not one was incomplete.

Information was asked about

The housing needs of every member of the family; and

The extent of under-occupation, overcrowding (legal and moral), sub-letting, and the practice of taking lodgers.

The second part of the survey, into privately-owned houses, will classify dwellings into old, of medium age, and modern—useful information when the time comes for replacement and improvement of old property.

So far, the survey, including the services of a full-time enumerator, has cost not less than £100.

The results show how greatly the present estates in the district differ in make-up from those needed. Forty-five houses with two or three bedrooms were occupied by one person only, representing a substantial wastage of space. Nearly 156 houses of the same size (16.7 per cent of the total) sheltered two people only; of these, the bulk were married couples over 45 years of age, and the rest largely elderly spinsters and widows. Of the 128 families living in 2-bedroom houses, 23 had only one member and 43 had only two, and of the 780 living in 3-bedroom houses, 22 had only one member, 113 had only two and 235 had only three. More wasted space! One in four of all houses, council and privately-owned, in the district were occupied by "families" requiring only one bedroom (childless married couples under 45 excluded from this group).

These discoveries argued a widespread degree of under-occupation in houses already built. Such "families" often consisted of single people living alone or elderly or aged couples in retirement. Adequately to house such "families" only, 206 or 19.5 per cent. of the council's dwellings, appeared to be required and these could have been small cottage flats or bungalows with one or two bedrooms. Yet not a single dwelling of that type stood on the estate.

Again, a general fall in the birth-rate in the past 40 years, coupled with more efficient health services, has wrought a big change in the size of families. There has been a steady decline for many years until, today, the size of the average family has dropped to somewhere between two and three persons. Families with three young children are now rare, and those with two children are less common than those with one. Yet, in Kearsley, there were only 128 houses with two bedrooms to meet a demand for 337; on the other hand, we had 780 three-bedroom houses, although the estimated need was only 487.

To make matters worse, of the permanent houses now being built or planned nine out of ten were three-bedroom ones of which there was already a surplus.

In the light of the survey and its results, the council now propose to build more small houses and bungalows than had originally been contemplated, and to appeal to single people and small families now living in houses bigger than they need to move to the smaller and newer ones. In the new home there will still be an ample margin of space for comfort. We calculate that 200 small bungalows or flats would accommodate all the small family units who would move or who are now living in lodgings or in overcrowded conditions, but to provide a working margin the plan will probably provide for 80 bungalows, 80 cottage flats and 40 two-bedroom houses. Then, when the bigger houses have been vacated, they can be let to bigger families.

There is no question of the council trying to push people into smaller houses than are suitable for them, or of riding rough-shod over considerations of different ages or sex, of a margin of spare room for comfort, of the relationships between the family and friends, relatives and lodgers living with it, or of the birth of more children. All these points were considered and each family's needs were provided for generously in the plan. To take one example, of young couples without children half were put down for two-bedroom and the other half for three-bedroom houses.

£4,000 A Year Saved

Thus, instead of building 200 three-bedroom houses at £1,276 each, we could house the same number of families by building

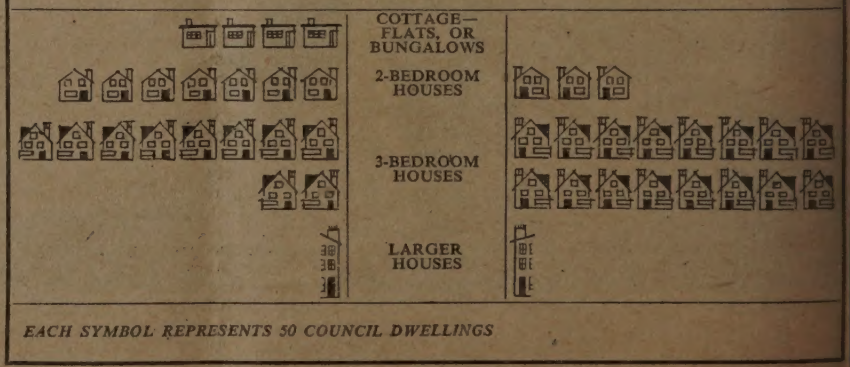
Eighty cottage flats, some with one and some with two bedrooms at £697 each	£55,760
Eighty bungalows, similarly mixed, at £905 each	£72,400
Forty houses with two bedrooms at £1,108 each	£44,320

The total cost will thus be £172,480—£82,720 less than the cost of 200 three-bedroom houses, representing a saving in loan charges of £2,700 a year for 60 years.

In addition to this saving in capital cost—there will be a big saving in rent to the

(Continued at foot of next page)

WHAT THE KEARSLEY SURVEY SHOWED



Make Room for Public Relations in the Town Hall," urges P E P—Independent Research Group

'RONG support for N A L G O's policy of public relations for local government is provided by Political and Economic Planning in its latest broadsheet. To the stion, "Have the new methods of public relations—now an accepted part of the ral government—a place in local government, too ?" it answers an emphatic "yes"

he need for organised public relations ocal government, says the report, has felt in many directions. Although its vities have been hailed as the linchpin of ocratic government, the people in general appeared indifferent to its existence—a recent P E P study of local elections gested : "Perhaps the most important lesson e learnt from local electioneering is the for a continuous process of civic educa- . It is not enough to present issues for purpose of the election alone and to allow public to forget about them between ions."

fter reviewing what has been done in the —by independent organisations, by local orities themselves, and by the wartime .B. and information services, the report :

Finally, there was the important and path-king report of N A L G O, published in . . . . The significance of this report lies not in its contents, which are an admirable ement of the case for and scope of an organised em of public relations. It has the additional rtance that behind it is an organisation to ier its recommendations. Not only was the rt itself prepared by a committee of leading l government officers from different branches he service, including some of the ablest and t respected town clerks in the country, but nd it is a well-organised trade union with bers in every local authority office available ersuade their councils to adopt all or some of ecommendations."

Councils Have P.R.O.s

he broadsheet goes on to summarise the mmendations of the N A L G O report the progress made since then—37 local orities with their own public relations cers and 61 with public relations schemes ne kind or another—and to discuss the ous media of public relations—press, lications, films, exhibitions, meetings and ures, information bureaux, and so on. re is an interesting paragraph on the rnal effects :

There is a danger that public relations may egarded too much as a means of humouring persuading a recalcitrant and rather stupid ulace. It is just as important that the local aucracy should be made sensitive to outside inion. . . .

To enable the council's employees and indeed nembers to see their job as part of a coherent le and to inspire them with a sense of vocation ublic servants is no doubt primarily a matter raining and education rather than specifically ublic relations. If post-entry training can, for example, teach officers to write letters which reveal traces of having emanated from a human being, a substantial step forward in public relations will have been taken.

"There is a more direct association to which Sir Stephen Tallents has pointed. 'It should encourage all of us . . . by enabling us to feel that work, which is for the most part carried on behind the scenes, is being more justly understood and appreciated by the public whom we serve. That encouragement may never be a direct purpose of our publicity but may well come to rank as an important result of it.' If the sanitary inspector ceases to be a music-hall joke and is 'projected' as a valued public servant and indeed a family friend, he is likely to do his work all the better."

From this point P E P goes on to put forward its own ideas on the subject. To the problem, "Is it necessary to go to the expense of a specialist department ? Would it not be better to regard public relations as a function of every officer ?", it answers that, while "good manners and sensitiveness to public needs" must be shown by every officer, the establishment of a specialist department should bring substantial advantages :

"The complaints received and the difficulties encountered in the information bureau are a valuable index of public needs. Careful analysis of them will reveal weak spots in the administration. Exhibitions and organised visits will link the local government officer more closely to those among whom and for whom work is carried out. Similarly, press relations should benefit from being in the hands of one officer who has the time to know personally the representatives of the local newspaper and to gain their confidence. . . . The size of the problem is so great—it is growing as the work of the councils and the area they cover increase—that only specialised methods of reaching the public are likely to succeed in overcoming the bewilderment and inertia which too often characterises public reactions to local government.

Only the bigger authorities, of course, could afford a specialist department. In the smaller it is not so necessary. "The important thing for them is . . . awareness of the need to take their public along with them."

The local authority wishing to launch a public relations policy is advised to appoint a special committee for the job—a committee not saddled, as a committee, with other work, and commanding respect within the Town Hall.

On the selection of the public relations officer, P E P favours neither the local government expert nor the journalist, but rather "people with a flair for simple exposition, a breadth of interest, and the tact and dignity required to represent their council." To be of the right quality, such men should have the salary and status of chief or deputy chief officers.

While agreeing on the need to co-ordinate the public relations policies of different local authorities—who at present are operating much in isolation—P E P doubts whether the N A L G O Reconstruction Committee's proposal of a National Public Relations Council consisting of the associations of local authorities, the organisations of local government officers and relevant voluntary organisations, would work. More practicable, it suggests, would be an Institute of Public Relations Officers to initiate improvements in the technique of execution (as do the other professional bodies of local government officers in their own spheres) and the Central Office of Information to provide common material such as films, and posters. **In this connection it is interesting to note that an Institute of Public Relations Officers on exactly the lines suggested by P E P is in process of formation.**

This report, coming as it does from what is probably the most influential research organisation in the country, provides invaluable reinforcement of N A L G O's recommendation of public relations for all local authorities, and branches are urged to use all their influence to bring the report to the notice of their local authorities.

Copies, price 2s. each (post free) are obtainable from P E P, 16 Queen Anne's Gate, S.W.1.

TWO CONFERENCE MEETINGS . . .

At the Floral Hall, Southport.

Education—June 9, 2.30.

The meeting will be addressed by C. J. NEWMAN, O.B.E., President-Elect, after which reports will be made on action taken to implement the Charter and on the work of area committees, and suggestions discussed to

Amend the designation of education correspondents, and

Determine suitable qualifications for officers of education departments.

Public Relations—June 9, 9.0.

The meeting will be addressed by : T. FIFE-CLARK, P.R.O., Ministry of Health, and ALEC SPOOR, P.R.O., N A L G O, after which there will be a full discussion.

. . . AND EXTRAS

Magazine Brains Trust—June 9, 2.30.

For all interested, the Trust will answer questions perplexing present and future branch magazine editors. It is composed of :

N. W. BINGHAM, N.E.C., late editor "Kent County Chronicle,"
Six Branch Magazine editors, and
Two officers of N A L G O Headquarters.

Exhibitions—June 9 to 12.

These will be held in the rear of the annexe to the Floral Hall, and will include :

"Take The Magazine Idea Back to Your Branch,"—An exhibition designed to interest delegates from branches not yet publishing magazines, bulletins or news-sheets. Copies of current numbers will also be on view.

"N A L G O Means . . ."—An advance display of 15 N A L G O recruitment posters.

"Johnny Citizen"—A model of a local government exhibition proposed by the Metropolitan district P.R. Committee.

"Citizen"—An exhibition by "Citizen"—a journal of civic affairs.

Visual Aids—A display of charts on local government by Educational Publicity Ltd.

(Continued from preceding page)

ants. The 200 three-bedroom houses would e cost their tenants 16s. 7d. a week each, or tal of £166 a week for rent, rates, and water. 200 smaller dwellings would let at inclusive tals ranging from 4s. 10d. to 12s. 8d. a week, ivalent to a total of £77 a week—represent- a saving of £89 a week or £4,630 a year for years—a cheering piece of news for the epayer in a day of inflated building and air costs and rising prices all round. For h dwelling built, 400 families would each e about four shillings a week. Of these, 200 uld be moving into new houses and the rest uld be taking over the old ones.

Of course, there are problems. People will like to be moved unless they can be conced that it is to their advantage—but since, ay, domestic help is so expensive, few but the intensely active will want much more than a minimum number of rooms for comfort. Siting the old people's estates will be difficult, since they will not be content to be cut off from their friends and old surroundings ; homes for them will need to be within reasonable distance of other estates, shops and transport, and away from steep hills. Flats are not everywhere popular, even cottage flats—but the rents, some three to four shillings lower than those of bungalows, are a strong inducement to put prejudice to the test.

And this plan will speed up our building, since smaller dwellings do not take so long to build as bigger ones, we hope to wipe out the deficiency in houses within the next five years. Then replacement and modernisation will begin, based on the survey of privately-owned houses, and the people's real housing needs.

IT would be idle to deny that there has been during and since the war years a steady decline in the average level of personal integrity. Practices which are frankly dishonest are so numerous today that they have become normal, and the old-fashioned but rather charming belief that fraud and deceit are to be deplored, even when advantageous, survives only in a few isolated rural vicarages.

We are inured to a world wherein necessity is the father and mother of any expedient irrespective of its rectitude. We see nothing dishonest when the Ministry of Food reduces the prices of cheese, eggs, and butter, of all of which we get the worst meagre allowance, to hold down the "cost-of-living index," while allowing substantial increases in the prices of a dozen other commodities, on which we spend more but which, unlike tallow candles, flannelette, and calico, were unheard of when the index was prepared from the budgets of working class families in 1904.

In Much Cowslip we have always had a high regard for personal probity. Ratepayers of equal influence have always been treated with strict impartiality, and I well remember how sternly the Clerk insisted on a whip-round when we found the postage book three and eightpence short.

Bred in such an atmosphere, we have all been somewhat shaken by the behaviour of Presson, whose sojourn in the R.A.F. seems to have blunted his finer sensibilities. Allowing for the leftward bias which the Forces seem to impart, he has betrayed an altogether deplorable attitude towards his profession as a local government officer, going so far as to state publicly that he regarded his salary and conditions as of equal importance to his opportunity for service to the community. This, of course, was an indirect attack upon the Clerk who at the moment is the only member of the staff designated as an established officer by the Council and therefore the only one enjoying Charter conditions.

Presson—the only one of us who has yet been able to snatch a glance at the terms of the Charter on the Clerk's desk—talks wildly about its contents. It is obvious that when he speaks of a 38 hour week, payment for overtime, holidays with pay (and of quite incredible length) and salaries almost comparable to those paid in industry he must be exaggerating, but apparently the provisions are a sufficient advance on our present standards to justify his impatience for its adoption. His methods, however, are quite indefensible.

He first planned a lightning strike and persuaded a majority to agree. Inevitably the Clerk learned what was brewing and at a meeting called unexpectedly during office hours combined such a moving appeal not to sabotage the production drive and impair the whole foundation of our negotiating machinery with such a confident intimation that in any case he could manage very well without us, that the strike was unanimously abandoned.

Undeterred, Presson evoked a long-forgotten but indisputable branch rule that a signed requisition by two fully-paid-up members could compel a General Meeting. In requesting the meeting, Presson gave as his reasons his intention to move:

> That an official of the National Association of Local Government Officers be invited to visit Much Cowslip with a view to the transference of appropriate employees who are fully-paid-up members of the Association to the Council's list of Established Staff, and consequent application to such members of the terms and conditions of the national Charter,

and secondly to require a vote to be tak for the election of branch delegates to n Association's annual conference.

I have always admired the majestic calm wi which the Clerk faces a crisis of this kind. H bland urbanity in the chair is the essence democracy, the edge on his voice the qui tessence of autocracy. One had to admit th Presson, who showed unexpected tactical sk in promptly accepting an amendment Blatherpatch to delete "fully-paid-up," p his motion in very spirited fashion. Miss Leg formally seconded and, after a strained silenc the Clerk said that as there had been no deba naturally Mr. Presson had neither need n right to reply. It was not for himself as Cha man to influence the meeting, but he felt incumbent upon him to sound a note of war ing . . .

He sounded it for twelve minutes so effe tively that on a show of hands—the Cle sternly rejecting Presson's request for a ball as "an unworthy reflection on the courage members and the impartiality of the chair"— the motion was lost by twelve votes against tw

It was unfortunate that the rules support Presson's contention that Conference delegat should be elected. The Clerk was nominat by Postlebury, who wants a day off next wee to watch the South Africans, and Miss Leg nominated Presson. The completed ball papers showed one vote for the Clerk a thirteen—all printed in block letters—f Presson. The Clerk counted them, and with pleasant smile declared himself elected b eleven votes to three.

On the incorrect assumption that I had vot for him, he also spoke with some bitterne on Postlebury's perfidy in nominating hi and then apparently voting for Presson. Whi was hard lines on Postlebury. I would ha enjoyed his company at the match.

at random — by "hyperion"

Ideal Lawyer.

His knowledge of the law was exact, so that he could circumvent it with grace.—*Christine Stead.*

Beauty for the Beast.

The average girl would rather have beauty than brains, because she knows the average man can see much better than he can think.—*Ladies' Home Journal.*

Calm in Calamity.

"This England . . . I see her not dispirited, not weak, but well remembering that she has seen dark days before; indeed, with a kind of instinct that she sees better on a cloudy day; and that in the storm of battle and calamity she has a secret vigour, and a pulse like a cannon."—*Emerson, at Manchester,* 1837.

Theory and Practice.

"The latest issue of 'Red Tape,' the Civil Service magazine, carries a half-page advertisement, exhorting the reader to 'Be a master of English.'

"This is good advice, but farther on I find two excellent examples of gobbledygook. The first, dealing with the Civil Service system of fixing 'remuneration,' states: 'We are compelled to prove . . . that upward movements have disturbed existing relativities.'

"Another article has the sub-heading: 'Starting pay of Promotees.'"—*Daily Telegraph.*

Fracas.

The meeting grew rowdier, in spite of t charwoman's repeated calls for order.—*Accou of meeting.*

To a Student of Economics.

Well, it won't keep you off the dole, but least you'll know why you're there!—*Wilfr Pickles in "Have a Go!"*

Brevities.

A Politician is an animal that can sit on th fence while keeping both ears to the ground.— *New York Times.*

A halo has to fall only a few inches to becon a noose.—*Magazine Digest.*

Keeping his Word.

Car Salesman: "I can promise delivery in s months—but I'll tell you right now you won get it."

Ghosts' Corner.

The City of London Corporation cemete was reported, during the recent strike of gravediggers, to be carrying on with a skeleto staff.

y Bookshelf —— by Edward Kay

lth Services Today—a Survey : C. D. Globe-Trotter : Running an Office : Standard Work on Finance

admirable, and short, survey of the health services has been written by MAN WILSON *Municipal Health Services.* n and Unwin, 7s. 6d.). It was prepared e the National Health Service Act was in and furnishes a balanced account of things ey are and will be till 1948, with reasons ie changes which the Act will bring about. Wilson's plea for democratic control of ervices sounds pathetic now that legisla- has put the hospitals under regional ds with only the faintest association with lar elections.

l Defence Adventurer

OSE associated with London civil de- fence will remember one of its most resque figures, COLONEL P. T. ETHERTON, e book *All Over the World* (John Long, makes ideal deck-chair reading. Gold- ig in Australia or Alaska, "train-hop- " in North America, fighting with ener in South Africa, working his pas- all over the world—Colonel Etherton's life must have been one long adventure. , fortune seems to have smiled, for we him hobnobbing with Hitler, the Pope, German ex-Crown Prince, Indian poten- , and the bigwigs of the Foreign Legion. s as racy and humorous in his narrative as ust have been courageous and resourceful venture.

our Office Efficient?

E fact that KENNETH WHARTON'S *Admin- istrative Control* (Gee, 15s.) is written the commercial viewpoint need not n its value to the officer wanting to under- l office management and organisation. , that only means getting the best out of al workers, ensuring that they concen- on essentials and work economically ; so, it is not so simple, but will be made all easier for a dose of hard, clear thinking as Mr. Wharton administers. My rience suggests that many local government ers would be the better for taking it.

About Municipal Accounts

is nine years since the first edition of *Municipal Book-keeping and Accounts* ared. (Butterworth, 35s.). I now wel- e its second, edited by HENRY BROWN, treasurer of Rochester, and consisting of les, covering almost every aspect of the ect, by a long list of distinguished contri- rs. It is a standard work for students practitioners. Running as it does to more 500 pages over so wide a range of material he statutory basis and technical handling unicipal finance, its production called for h degree of professional skill and accuracy. is a happy gesture to make special acknow- ments to the proof reader.

So-What?" Social Study

E value of WAYNE MCMILLEN'S *Com- munity Organization for Social Welfare* cago University Press. London : Cam- ge University Press, $4.75) is greatly re- d by its enormous length (more than 650 s), and the author's tendency to over- ralize. After careful study, one discovers "community organization" means the ess whereby people may be interested in a of action and grouped together to bring it t. It discusses the purposes, structure, functioning of public and voluntary l services and their inter-relations. There good deal of horse sense scattered about, it is expressed laboriously and so academi- that I doubt whether it will much help social workers. After ploughing through pages of descriptions of social agencies or simple deductions from the facts, I felt an irreverent tendency to ask, "So what?"

Seven Pamphlets

FROM the stream of smaller publications flowing off the press I can mention but few : Alderman BERTRAM WILSON has written a handy booklet on *Rural District Councils* for the Conservative and Unionist Central Office (sixpence). Its party origin does not lessen its general value. ANNE WHYTE'S Fabian pamphlet (sixpence) on *The Future of Germany* gives a balanced survey of current problems—and her own solutions. *Secondary Education for All* (Fabian Society, 1s.), JOAN THOMPSON, shows how local education authorities are facing up to their new duty of providing free secondary education ; it contains an analysis of 54 authorities' plans.

Two others, accorded the dignity of a stiff cover and priced at 2s. 6d. each, but still pamphlets through a trifle overgrown, are *Education and the Community*, JOHN L. HARDIE, and *Learning to Live*, R. D. WALLER (Art and Educational Publishers). The former deals with education generally and the latter with adult education. Both are well written and presented, and are the work of experts in the art of winning interest.

Finally, there are two Webb memorial lectures issued by the Fabian Society at 1s. each. R. H. TAWNEY'S is a noble survey of the Webbs' work ; it brings to life not only those two great people, but also the social era in which they lived and had such influence. MARGARET COLE'S lecture deals less broadly with the social services and the Webbs, and is a plea for more research and better trained workers.

More Charts

PICTORIAL Charts have devoted one of their monthly series to local government (single copy, 3s.) It consists of a number of charts on one side of a long sheet and explanatory text on the other. Though the idea is sound enough, the charts lack imagination and accuracy. They suggest, for instance, that the first duty of a councillor is to attend special conferences—his committee work appears of second importance ; that a borough council has no education committee, and that the only effect of the National Health Service Act is to establish health centres. The emphasis laid on the active part the citizen can play in the affairs of his local authority is welcome.

Preventive Medicine

A PONDEROUS American monograph, *A Future for Preventive Medicine*, by Dr. EDWARD J. STIEGLITZ, is published by the New York Commonwealth Fund (London: Geoffrey Cumberlege, 6s.). The thesis is that great progress has been made in controlling diseases of particular danger to the young. There has therefore been a great reduction in mortality and an increase in longevity. Such measures must indeed be continued and improved upon where possible, but the new field for preventive medicine lies in an attack on the diseases of senescence.

All sound doctrine, fairly generally accepted here, but set out briefly and conveniently in this book in a form suitable rather for the medical reader than the layman.

We Don't Strike—But If We Did . . . .

N A L G O has never yet called a strike to enforce its claims. But were it to do so the effect on public health is suggested by last month's ten-day strike of 1,000 manual workers employed by the City of London Corporation. Markets were hardest hit ; in some, refuse lay nine inches deep ; near others the stench made mothers keep their children behind closed windows. At Leadenhall, as our picture shows, rubble was piled up and burned. All public conveniences were closed. Some 30 bodies were awaiting burial in the City's Manor Park cemetery but others were sent elsewhere.

A Nalgo Diary——————by "Abingdon"

First "Production Committee? : More 100% Branches : A New Water Film : Swiss Holiday Success

THE first local government "production committee" of which I have heard is at **Tottenham.** It was set up in October by A. W. McCLELLAN, A.L.A., director of the borough's libraries and museum.

The idea is that all the members of a department are invited by their chief officers to make suggestions for improving efficiency. They help cut out dead-wood, break bottle-necks, and avoid red tape.

Meetings are informal. Chief and junior are on an equal footing and all may speak out without fear or favour, except one—the man with a grievance. His attention is directed to staff instructions, which lay down procedure for grievances.

The committee meets for two hours once a month *in working time.* The staff may submit to the director any item they think should be discussed. "No matter should be thought too minor in character to be unworthy of consideration," say the rules governing the committee. It has a secretary and is run like any other committee, appointing sub-committees where an investigation is required.

Seventeen More 100 per cent Branches

MY invitation to secretaries of branches boasting 100 per cent membership to send their claims to me has brought news of seventeen more. They are :

50 *members or less :*

Bedworth, Brownhills, Chesham, Cowes, Droxford, Evesham Rural, Featherstone, Fleet, Haltemprice, Heckmondwike, Irvine, Meriden, Rosson-Wye, Stafford Rural.

51 *to* 100 *members :*

Brierley Hill, Newport (I. of W.), and Newton-le-Willows.

This still leaves **Darlington**—a branch of some 360 members—the biggest to have done the trick. Has it any rivals ?

Water on the Screen

I AM happy to welcome yet another to the growing ranks of civic films. "Waterworks," made by PAUL ROTHA for the British Waterworks Association, with a script by MILES TOMALIN, is an admirable documentary, stating clearly the national water problem and the various ways by which it is being solved. It takes the viewer through the tap, along the pipe, to the source of the water he turns on so readily—the sea and clouds, rain and reservoirs, aqueducts and filter beds, wells, pumps and storage tanks, and all the elaborate organisation required to ensure that our water is pure. Beautiful photography is linked with ingenious moving diagram to make clear the elaborate technical processes, while a well-written and spoken commentary makes it all interesting.

Unlike many sponsors, the B.W.A. has not only commissioned the film, it has solved the problem of paying for it. It will have no commercial display, but copies are being sold to "local authorities and water companies for "non-theatrical" display to consumers. Every N A L G O branch arranging a film show should certainly ask its local water authority to lend it a copy of this one.

Paging Messrs. Proud and Burrell

YEHUDA NEDIVI, town clerk, Tel-Aviv, wants to contact two N A L G O members who visited his home whilst serving with the R.A.F. in the Middle East. Their names are W. H. PROUD, 6 Sqn. R.A.F., and W. H. BURRELL, 831 A.M.E.S., R.A.F. Could I help him find them ? I can if members will help me ! It should not be difficult for 150,001 of us.

G. S. Meets Town Clerks

I HEAR that JOHN H. WARREN, general secretary, N A L G O, immediately on his return from visiting Scotland last month, went to Bournemouth to meet the President, D. J. PARRY, and attended with him the annual dinner of the Society of Town Clerks held during its annual conference. The general secretary had prepared a paper " N A L G O and the Chief Officer," which had been circulated to the Society's members attending the conference. The next day—at the special invitation of the Society—he addressed a session of the conference and had the opportunity of discussing certain questions of interest both to the Society and to the Association.

Others Please Copy !

HOW would you like as many books as you and your family can read in a week for the price of your daily newspaper ? Or the streets well-lit wherever you go for the cost of two lighter flints ?

You get them already ! Yes—being local government officers, of course, you would guess. But do the people in your town or village know ? Do they realise that those are but a few of the things local government gives them ?

Brierley Hill assumes that they do not and has set out in an effective way to enlighten them. They have printed a little leaflet, "The Brierley Hill Ratepayers' Quiz."

It begins, "Why the big increase in the rates ?" That is guaranteed to induce John Citizen to read on. Then the reader finds the answers to : "How is my payment fixed ?" "What shall I get for higher rates ?" "Who provides the services ?" "Where will the money go ?" "Shall I get my money's worth ?" and so on. On one page he finds what each service costs him each week—illustrated by ingenious little symbols.

Pen-Friend Wanted !

ARNOLD SCHAEFER, a German local government official working in a large hospital and living in the Russian Zone of Germany, writes that he wants to correspond with British subjects to learn more about how they live and work. He would prefer somebody knowing a little German. His address is : Wittenberg-Lutherstadt, 47, Thomas Munzer Street, Germany (Russian Zone).

A Challenge from Goole

GOOLE contests the claim I made for **Beckenham** in April that it was the first branch to commemorate with a health exhibition the hundredth anniversary of the appointment of the first medical officer of health in the world. C. H. NORTHING, active PRO to Goole branch, tells me they put on a show in the library at the end of January, demonstrating the great advances made in public health in the borough and in the country as a whole. Does any branch want to challenge **Goole ?**

Incidentally, I hear that **Mansfield** is to produce a booklet on the same subject, for which the Council has voted £140 and which will be written by the medical officer of health, Dr. I. A. G. MACQUEEN and his wife.

Efficient Local Government

LOCAL authorities and their officers are often teased with being less efficient than the jet-propelled business man. But I wonder how many private concerns could show results as good as **Irlam's.**

Although its rent roll totals about £43,000, not a single penny has remained uncollected at the end of the last three financial years, and of £73,000 to be collected in rates, only £6 8s. 6d. was outstanding on March 31.

Swiss Holiday Success

WITHIN 14 days of the issue of the N A L G O Swiss Holiday programme, 250 bookings had been made at Headquarters. In another few days the first letter of congratulations arrived—from the first two people to put N A L G O's arrangements to the test, both members of a Metropolitan branch. They stayed at Weggis, Lake Lucerne, at one of the hotels specially selected by a Headquarters' officer. Their letter ran :

> You will be glad to hear that, apart from the crossing which was awful—though not your fault—our journey out here went very smoothly and we ran to schedule, reaching here on Saturday afternoon.
>
> To say merely that we are delighted with everything and everywhere is an understatement, for we have been thrilled with the beauty and perfection of it all.
>
> The people are charming ; the hotel leaves nothing to be desired ; the cleanliness is so refreshing, and the food, just marvellous. Your "two pioneers" could not rake up the smallest complaint.

Booking forms and programmes of the facilities offered and the centres covered by the Association's special arrangements can be obtained from 24, Abingdon Street, S.W.1. There is only a proviso : Hurry ; hot cakes will still be in store when the N A L G O programmes are out of print.

Money for OLD Houses Now !

APPLICATIONS for mortgage advances on *types of houses*—old, new, or being built and intended for the personal occupation of the borrower—will be entertained by the N A L G O Building Society as from July 1. Eighty per cent will be the maximum advance.

For some time, the Society has restricted its activities mainly to providing capital for buyers of new houses.

Holiday Dates

THOSE wanting to visit either of the Association's holiday centres at **Croyde Bay,** North Devon, or **Cayton Bay,** Scarborough, may be asked to get in from September 20 to October 11.

This Local Government !

"RESOLVED : that two headmasters be asked to sit on the examinations committee"—*Official Minute,* for which W. F. MOUNTJOY, Bristol, receives five shillings.

centres are fully booked for all other dates. Write to 24, Abingdon Street, London, S.W.1.

For a holiday at "Cefn-y-Mynach," N A L G O private hotel at Rhos-on-Sea, Colwyn Bay, a September 13, please write to the manager direct.

Tell Them, Somebody !

SOME members are addressing letters intended for N A L G O Headquarters to Croyde Bay Holiday Centre, Devon, where it was evacuated during the war. But H.Q. has been back at Abingdon Street, London, S.W.1, for nearly four years now.

N A L G O Colours

A NEW supply of N A L G O ties has just been received at Headquarters. They are 7s. each—and one coupon. They are of excellent quality. Intending purchasers may be interested to learn that I am still wearing one bought in 19 Send remittance and coupon to 24, Abingdon Street, London, S.W.1.

The Bookless Student

MY rash promise to help students find books has brought a shower of offers. After meeting all requests, I still have a few spare copies, or offers of them, of :

Clarke's "*Local Government of the U.K.*"
McCall's "*Municipal Bookkeeping.*"
Benham's "*Economics.*"

Obituary

I REGRET to record the death of REGINALD PARRIS, 37, deputy city valuer, **Westminster,** chairman of the branch executive committee 1943-44 and member of the staff side of the joint (staff) committee.

House Exchange Service

Members are allowed one free insertion.

COVENTRY.—Mod., 6-room house for house or flat in **CROYDON.**—Willes, 105, Gates Green Road, Wickham, Kent.

EASTBOURNE.—Mod., 6-room, semi-det. h with nearby lock-up garage, if required, for house or in **BOURNEMOUTH.**—Cain, 35, Moy Avenue, Bournemouth.

HITCHIN.—Mod., 4-room flat, with kit. and b for house or flat near **HUCKNALL.**—Evans, Beardall Street, Hucknall, Notts.

NOTTINGHAM.—Semi-det., 4-bed. house for h near **NEWPORT, MON.**—Williams, 2, Premier R Nottingham.

STAFFORD.—Mod., semi-det., 3-bed. house garage, for house in **LONDON** or **HOME COUNT** —Cooper, 72, Tithebarn Road, Stafford.

NALGO Acts to Safeguard Members' Lot Under Electricity, Transport, and Planning Bills

The Electricity, Transport, and Town and ountry Planning Bills, now before Parliaent, all contain clauses closely affecting cal government officers. After a careful d detailed perusal of all three Bills, ALGO took up every point of concern: the case of the Electricity Bill with the inister; direct in the case of the Transport ll, first with officials of the Ministry, and en with the Minister himself; and in the se of the Town and Planning Bill, in the ouse of Commons on the Committee stage. elow are summarised the clauses dealt ith, the action taken by the Association, d the result achieved to date. Refernces are to the Bills as originally drafted.

ELECTRICITY

lause 13 provides for the transfer of the powers d duties of electricity undertakings to electricity oards.

ALGO contended that officers employed by the undertakings should be transferred with them, or, if not, they should form the staffs of the Central Authority and Area Boards.

e Minister replied that the Bill adequately provided for the transfer of staff and it was unnecessary to amend the clause.

lause 14 provides for the transfer of a local thority's electricity undertaking.

ALGO contended that officers engaged, or mainly engaged, on the undertakings should be transferred with them.

e Minister replied that the proper way to deal with the transfer of officers engaged and land, buildings and equipment used, partly by a local authority's electricity undertaking and partly for other purposes of the authority, was by regulations under the provision of the clause and not by amendment of the Bill.

lause 15 provides that a Board shall have power disclaim agreements, made by an undering on or after November 19, 1945, which considers were unreasonably imprudent or not asonably necessary.

ALGO suggested that the provision was wide enough to empower the Board to disclaim the adoption of new salary scales under the Charter.

e Minister replied that he would be surprised if anyone should consider that an agreement to engage and employ workers at the trade union rate were entered into with an unreasonable lack of prudence. The clause was designed to ensure that Parliament's ends were not defeated by a few people putting personal before national interests.

lause 15 also provides that where the electicity board disclaim an agreement for the rening of personal services there shall not be bitration without the Minister's consent.

ALGO contended that arbitration on such cases should not have to wait upon the Minister's approval.

e Minister replied that the kind of agreement concerned was that in which onerous conditions had been inserted and which it would be manifestly improper, in the public interest, to continue at the board's expense. (Later, it was agreed to reconsider the point and perhaps introduce an amendment in the report stage.)

lauses 48 and 49 provide that the Minister and e Secretary of State for Scotland may make gulations: To provide pensions to, or in respect persons who are or have been employed by y electricity board or other body; and to quire compensation to be paid to:

fficers of any body transferred by the Act to the Central Authority or any Board, and

fficers employed wholetime for the purpose of administering all or part of the undertaking of authorised undertakers, being officers who suffer loss of employment or loss or diminution of emoluments or pension rights.

ALGO contended that the Minister, and the Secretary of State for Scotland, should be obliged—and not merely empowered—to make regulations to provide pensions, and that the clause should cover widows and dependants.

Compensation should be paid also to local government officers who are employed for part of their time in connection with the electricity undertaking and who suffer pecuniary loss as a result of the transfer of the undertaking.

The Minister replied that some of the points raised were already being considered and that when legal advice had been taken he would reply further.

TRANSPORT

Clause 14 provides that the Commission to which railway and canal undertakings are to be transferred will take over the liabilities of such undertakings on transfer.

NALGO contended that specific provision—similar to that made in an amendment that had been drafted—should be made for the transfer of employees.

The Minister replied that the transfer of agreements relating to personal services, for which the clause provided, was in effect a transfer of employees.

Clauses 15 and 47 provide the Commission with powers to disclaim certain agreements similar to those to which Clause 15 of the Electricity Bill relates.

NALGO asked for similar assurances and received a similar reply to that sought under Clause 15 of the Electricity Bill.

The Minister indicated that if the Commission did attempt to upset the Charter, the Ministry would bring such pressure to bear as would be possible in the circumstances.

Clause 99 contains general provision as to terms and conditions of employment for Commission employees, but not for employees of other bodies to be set up by schemes relating, for example, to passenger transport undertakings.

NALGO contended that the clause should apply to employees of such bodies.

The Minister replied that he felt some hesitation about applying automatically the code in Clause 99 to any independent regional body set up for the operation of passenger transport services. He thought the scheme itself should provide either for that code in its entirety, or some suitable modification of it, depending on the circumstances.

"Seniors Must Be Discreet In Politics"—P.M.

ASKED if the Government had given any guidance to nationalized undertakings on the freedom of their staffs to hold office in a political party or stand for election to local government or to Parliament, the Prime Minister said, on May 1:

"... *the vast majority of those employed in our nationalized industries will be as free as those employed in other industries to participate without restriction in political activities, whether national or local.*

"*There is, however, one qualification affecting only a small number of employees which does not always apply in other industries.*

"**It is desirable that the senior staffs of the boards should establish a tradition of public service irrespective of party allegiances, and it follows that they must exercise a measure of discretion in political matters which will prevent them from engaging in the more controversial forms of political activity.**"

Clause 102 provides that the Minister may make regulations for pensions to, or in respect of, persons who are, or have been, employed by the Commission, and other persons.

NALGO contended that the Minister should be obliged, and not merely empowered, to make such regulations.

The Minister referred during the Committee stage of the Bill to the pensions schemes of various sorts and sizes, operated through insurance companies or otherwise, in which persons who will be transferred to the Commission now have rights. He stated that, as regards persons with existing rights, Clauses 102 and 103 are framed on the basis that these persons may continue their membership of these funds without interruption, and the funds themselves remain under the existing management. Provision is, however, made whereby the Minister may make regulations under which a comprehensive fund or funds may be established, and it follows that the Minister must have power by regulations to deal with any existing funds. It is his intention to make regulations under Clause 102 as soon as there has been time to consult the Commission. (Amendments put down by the Minister made it clear that the clause included pensions for widows and dependants.)

Clause 106 provides that the Minister shall not regard as satisfactory any scheme made under Clause 68 in relation to passenger transport undertakings, or under Clause 70 in relation to harbours, unless it contains compensation provisions.

NALGO contended that such schemes should also provide for the transfer of the undertaking's staff and that it should be made clear that earlier provisions of the Act might be incorporated in them.

The Ministry replied that any of the relevant provisions of the Act, including those of the transfer of staff, might be so included.

Clauses 108 and 112 provided, respectively, for the establishment of a transport arbitration tribunal and for the vesting in it of sole jurisdiction to determine disputes involving the Commission.

NALGO inquired whether the tribunal would have power to determine whether the making or variation of any contract or agreement to which a disclaimer related was, or was not, reasonably necessary.

The Ministry replied that the tribunal would have such power.

PLANNING

Clause 94 provides for the transfer of planning functions—and officers—from county districts to county councils, and Clause 31 provides for delegation of such functions back to the county districts.

NALGO contended that it was thus possible for an officer transferred to a county council to find that his work had been delegated to a district council, and that any loss thereby sustained would be attributable not to Clause 94, which contained compensation provisions, but to Clause 31, which did not.

The Minister moved an amendment covering the point.

Clause 94 made no provision for the transfer and compensation of officers of joint town planning committees, or for the compensation of clerks, surveyors, financial and other officers of county districts who are not transferred, but who suffer loss by reason of the transfer of the planning functions.

NALGO contended that the interests of all such officers should be protected by the Bill.

The Minister conceded both points.

Clause 105 empowers the London County Council to delegate certain functions to the City of London Corporation.

NALGO contended that officers suffering loss should be compensated.

The Minister moved an appropriate amendment.

PART I of the First Schedule, though providing for the constitution of joint planning boards and for the transfer and compensation of officers, did not provide for the transfer and compensation of officers when an order constituting a board was amended or revoked.

NALGO contended that it should.

The Minister agreed, and accepted an appropriate amendment.

PART II of the Frst Schedule provided for the Minister to establish a joint advisory committee where local planning authorities so desire.

NALGO contended that the order setting up such a committee should provide for transfer and compensation of officers.

The Minister agreed, and accepted an appropriate amendment.

READERS' FORUM

Heaven Cannot, But We *Can* Make Happy Marriages

This month's prize of 10s. 6d. goes to JAYENNE for breaking new ground in his comments on the power of local government to build happy marriages and not just patch up broken ones.

DR. MACE'S praise, in the April number, of the 140 "successful" marriage guidance centres does not compensate for the vast numbers—nearly 20 per cent of the married population—who see nothing wrong in divorce. They will have no confidence in a "government-sponsored" officer who, if he has not himself sought divorce, has no experience of the emotions of those seeking it, and if he has, can claim no right to bleat to them. As for welfare officers, most of them will be told to keep their reconciliatory noses out of affairs that concern only "me and 'er"?

If local authorities are to help—and they *can* help—they must get to the roots of the trouble.

It may be obvious that disillusionment in marriage is due to a lack of understanding. But mental cruelty, insecurity, and the "other man" or the "other woman," though not easily forgotten or forgiven, *can* be prevented.

Our education system is wrong. It creates between the sexes a gulf foreign to their nature. Watch toddlers at play! They romp together, share each other's belongings and, if they quarrel, soon forget all about it. But when they go to school they are segregated and developed along different lines. Sometimes they suffer penance if seen talking together. Their cultural development in one-sex youth clubs and church groups widens the gulf. Can we wonder that they grow up without understanding each other's inner life and outlook? So long as schools, youth organisations and adult groups are planned on segregation, one in five of us will want segregation in our private lives.

The "one-in-five" boy who hides his school cap in his pocket for fear of being recognised talking to a girl develops a fantastic idea that marriage is a moment of release from restriction, a romantic adventure with, perhaps, a little personal responsibility when he wants to be serious. When the mystery has been revealed to him, he has nothing left on which to build a happy home life. So he seeks other adventures which we call desertion and adultery.

Kill that sense of apartness! Bring up boy and girl, youth and maid, in an atmosphere of togetherness, and married life will be what it ought to be—a full life with sacred responsibilities.

JAYENNE.

WHAT HAVE WE TO GIVE?
"Brains, to serve our Country."

ARE we putting first things first? I wonder. The officer's prime function is to provide an efficient local government machine for an enlightened community, to ease its wheels, not bind them with tape.

What is NALGO's prime function? To co-ordinate all that is best of both men and materials in the Service? Or to agitate for higher salaries, increased bonus, shorter hours and longer holidays?

Of course we want all these things. But to agitate for a shorter working week, when increased production is the order of the day, is suicidal. To press for higher salaries, when they can mean only an ultimate increase in the cost of goods, is farcical.

Let us put first things first. We are, or should be, a body of experts in local government. We should see the weaknesses of the system, the flaws, the shortcomings. We should bring the weight of our numbers and experience to bear upon the problem of making the machine 100 per cent. Does rating need reform? Is the upkeep of highways and bridges as efficient as it might be? Is sea erosion along our coasts being tackled efficiently? Are the best brains being brought to bear on the impending national fire service? Is national agricutural policy being fitted to local conditions? These are not questions only for the central government and elected representatives of councils. They are for all of us, and we shall be doing far better service to the community in bringing our experience to bear on them than shouting about hard conditions and unfair pay.

We are not alone in our failings. Other unions, too, have lost their sense of perspective and put sectional before national interests. The time is near when trade unions will have to soft-pedal on their bread-and-butter war cries and it is far better, as a matter of public policy and private conscience, that we should voluntarily call a halt to "We want."

Most of us are British first and local government officers second, and believe that local government service is public service, not self service. Life is not all take. It is give, too, and I believe that NALGO can be rich in giving.

G. E. RIVERS.
Devon C.C. Branch.

"COMPANY" MEN SPEAK OUT
What Can NALGO Offer?

I HAVE been a member of NALGO since the inception of the Central London Electricity branch—the second London public utility company to join. That was a year ago. How have we benefited from our membership?

In spite of approaches to the management by our own branch executive and the district officer we are not recognised and not permitted to discuss salaries and service conditions. Our fate still rests with a staff committee which lacks a constitution, and is rarely, if ever, attended by the managing director or his representative.

A "statement of claim" was sent to seven London electricity companies, the majority of whom were willing to discuss the formation of a Whitley Council if a conference were called by the Minister of Labour. He has been approached, but there is still no sign of the conference.

We are getting a little impatient and tired of hearing "negotiations are in hand," "these things take time," "action is expected shortly," "complications have set in," "the General Secretary is dealing personally with the matter." Members of this Branch would much rather appreciate a frank statement setting out the reason for the delay.

"BIS DAT QUI CITO DAT."

Your Conditions—Our Envy

AS a "company" member since January, I have read this page each month with growing apprehension for the future of the Service, staffed, as it seems to be, by such malcontents.

Salaries and conditions enjoyed—is that the right word?—by local government officers, have long been a source of envy to commerical employees who like myself hold positions of responsibility at far lower rates than the Charter's general division. But your correspondents' letters indicate that their shorter hours and higher salaries have done nothing to increase their enthusiasm for work or their desire to be of greater service to the public, and their efficiency is admitted, by those in a better position to know than I, to leave much to be desired.

Although, in the past, one has dismissed the music-hall quip that public servants are tea-drinking, buck-passing incompetents, one wonders on reading some of these letters, whether there may not be a grain of truth in the idea.

Maybe years of security have caused some officers to lose touch with conditions in commerce and industry. Many entered the service as a right and just reward for matriculation at school, and cannot be expected to know anything of the survival of the fittest in the hard world outside during the inter-war years. Neither can they be expected to realise that most office workers still sell their services to the highest bidder—frequently the lowest and only bidder—in return for long hours, insecurity, a fortnight's notice and no superannuation.

The only alternative explanation is that they find themselves in a position of less relative advantage over the bulk of the employed classes regarded in the past as the "working class" beneath them in the ordained order of things and governed by wide differences in pay and conditions.

The efficiency and success of utility companies has been based on staffs whose ability was their only protection from unemployment queues. Perhaps it is not mere vanity to hope that the infusion of new blood from the rough, tough world of commerce will invigorate local government.

79, King's Road, ERIC G. ROBINSON.
Halstead, Essex.

COST OF QUALIFYING
"I.M.T.A. for Sevenpence a Week"

SO CHARLES BOREHAM thinks qualifications under the Charter cost the officer a lot of money.

Let him study these details of the cost of obtaining the I.M.T.A.:

	£	s.	d.
Correspondence course for Inter. ..	12	12	0
" " " Final 1 ..	8	8	0
" " " Final 2 ..	8	8	0
Examination fees	6	16	6
Text books and stationery	10	0	0
Sundry fees	5	0	0
	51	4	6
Less grants under Charter	45	0	0
Net cost	£6	4	6

The period of study is four years, so that the net weekly cost is sevenpence a week or, at most, 5s. a week if his authority makes no grant.

Well, Mr. Boreham?

SCIENTIA POTESTAS EST.

Hardship a Thing of the Past

NONE need wail about the cost of qualifying. The powers conferred on education authorities by the 1944 Act make students' financial hardship a thing of the past.

To give an example, in Tynemouth, six colleagues have taken the NALGO Inter. after a course at the local evening school and, in lecturers' salaries alone, it cost the local education authority about £140, the librarian lending text books. The course fee for each student was 10s. Is that too much for Mr. Boreham?

Tynemouth education authority is also paying the fee and railway fares of an officer attending evening classes at the University for the D.P.A.

I suggest that Mr. Boreham finds out what his local education authority is prepared to do.

EDUCATION CORRESPONDENT.
Tynemouth.

AFFILIATION AGAIN!
Would Membership Fall?

FROM TOM FERNLEY'S remarks on T.U.C. affiliation, I gather that he blames the delay in affiliating entirely on the N.E.C.'s "crude delaying tactics."

He infers that because the great body of officers have failed to agitate for affiliation and have not disputed the annual conference ballot, they have been "taken in" and are "hopelessly prejudiced."

Is he not getting frantic for affiliation, blaming the N.E.C. for something decided year after year by the branch delegates, and thus himself showing much prejudice?

If a vote is cast for affiliation this year, one can only expect a fall in membership. The phrase "without implying allegiance to or connection with any political party" will not prevent many members from severing their connection with the Association.

NALGO, by its non-political policy, has earned nation-wide respect and its strength has gained year after year because, as it was neatly put in LOCAL GOVERNMENT SERVICE last month, "we prefer to mix our politics with beer rather than with work."

K. R. PACKER.
87, St. Leonards Place,
Hove, 3.

UAL PAY

ily Allowances the Answer

HE latest red herring drawn across this discussion is that a man with a family should e more pay than a woman without one, gh doing similar work.

s a man with a family I find it congenial, but bt its advocates' honesty. Is not the proposal another improvised argument to deny nomic justice to women? Logically should not also argue that married men should have e pay than single men, men with two children e than those with one, widows with children e than childless males, and so on?

nyway, the development of state-sponsored ily allowances is the only workable solution. sgow. NEIL McLEAN.

We Breed "Equal" Women?

HERE are two historical reasons why women are getting less than men. First, at the inning of the Industrial Revolution employers ised that if they were to obtain labour for new ories they would have to find a new source. t was when women first entered industry, and industry of those days was the sweated ery of the mines and looms. Physically, they ld not equal men at those jobs, so were paid

hen about seventy years ago the Victorian dle-class father found there were no suitors the hands of two or three of his seven or eight ghters. At first it was unthinkable that they uld be sent out to earn their own livings, but r economics tore down taboos and women trated into offices and shops. They entered, products of generations of close home life, rior to their more-practised male partners, so were paid less.

fence the problem of to-day. Has woman as ass yet proved herself equal to man? In the lds of letters, art, architecture, medicine, and ntific research, where sheer merit alone deter- es the successful and the unsuccessful, women compete in vain for the real prizes. She has up to now, given an equal return. And to a er extent it is the same to-day in the treasurer's ce, the education office, and the electricity artment.

What is the solution? Time is a part. In time may breed a race of women who, like men, look n extra-domestic work as their natural calling. se women will be equal to men and will get same pay. On the other hand there will always the woman who enters industry with the that her job is only a stop gap to be treated tly—compared with the more skilful, technical essential one of raising and training the young he human race.

stings. D. R. BURGE

E WE INEFFICIENT?

Many Councillors—and Reports

we are honest we must confess that local government is inefficient because of the em. No commercial undertaking could pros- with a board of directors as large as a city ncil and with a multiplicity of committees sub-committees each with a dozen or two mbers. The large local authority's over- ghted and cumbersome directive requires essive labour of typists, duplicator operators, nters and paper makers. Local government is some extent responsible for the paper shortage. he remedy is to cut down the size of councils committees, and edit reports to eliminate biage. Councils should refuse to deal with nor matters, leaving them to competent officers. councillor of a large authority can assimilate the literature sent to him and failing an alter- n in constitution some method of selection uld be employed, full reports being available reference in the members' common room. imilar procedure would reduce annual estimates ich swell the work of finance departments hout commensurate gain.

The recent change in education administration furnished an example of rationalisation. legated powers to excepted districts have ually perpetuated the previous system— h an expanded hierarchy. Divisional executive orts have now to be furnished in quantities to nty headquarters. The number of officers and mbers dealing with education may soon equal number of children being educated.

Compare advertisements for official appoint- nts with those for commercial posts. The cial version is drafted regardless of cost, cs up much space, requires testimonials from three busy people and frequently offers a fabulously low salary.

Even in the most advanced office examples of unnecessary work are discovered. Their elimination seems to require constant watchfulness.

Should your invitation to readers to apply their knowledge and experience to improving techniques and reducing labour receive support from members, may it not then be advisable to join with the associations of local authorities to gain support and put into practice the ideas most likely to further the aims of the Government's economic survey?

"GILES SCROGGINS."

"Less Writing and More Tools"

YOUR correspondents who suggest greater efficiency, more output, and longer hours, have evidently been swept away by over-patriotism. If we all worked until midnight it would not make such a great difference to the country's position but it would not do our health much good.

What we need to-day is less writing and more tools. Every locality has increased its staffs to meet Government schemes and is thus getting unpopular with ratepayers. We have had a hard fight to get better conditions and it is a grave fallacy to begin telling local councils that we want more work. The happier man is the one who does a fair day's work and knocks off early. Giving favours to employers does not pay—as some of the Charter clauses have proved. I support the 35-hour week.

"WISE CHAP"

Our Next Number

To provide a fuller report of Conference proceedings than would otherwise be possible, a combined July and August journal will be published in July. Pressure on space caused thereby may prevent publication of this feature until September. However, letters intended for publication should be sent to the Editor, 24, Abingdon Street, London, S.W, 1.

CHIEF OFFICERS AND NALGO

"Restrict Freedom of Expression"

THE relationship between chief officers and NALGO is constantly clouded by statements of rigid principle instead of clarified by an examination of actual cases.

My experience shows that many chief officers pay their annual subscription and are content to be rank and file members of NALGO. Most of them, without such polite bribes as presidential chains, are just and reasonable when approached. Their membership produces no complications, and is generally welcome.

But it is those chief officers who play leading roles in branches who—unwittingly—inspire the complaints on these pages. As chief officers, they cannot be more just and reasonable—unfortunately, they are often less so—than their more retiring colleagues. But a branch officer must be something of a public partisan of the rank and file. This is seldom the case with chiefs who are also branch officers. Their presence, when questions affecting their departments are discussed, restricts freedom of expression. Their opinions on policy may carry more weight than is justified by intrinsic merits.

The moral is that chief officers who aspire to NALGO honours should perform an act of self-denial.

79, Binend Road, Nitshill, Glasgow. JOHN S. COVENTRY.

ASSISTANCE OFFICERS' PROSPECTS

"Absorption Not So Easy"

PUBLIC assistance staffs have no guarantee that they will be taken over by the Ministry of National Insurance, the alternative being absorption into another department. This might be easy for junior officers but not for the rest. The council by which I am employed has flatly refused to allow up-gradings to any public assistance officers although all other departments have had them. The best reason the council could think of was that we were to be taken over—which doesn't seem to me to be a reason at all.

With 17 or more years of local government service, the general division is the best they can do for us. In other departments even temporary clerks with only a few years' service, are on higher rates.

Several of us in the general division have one or more examination qualification while our contemporaries—and juniors—in other departments move to the next grade with no attempt to sit for an examination.

"OLIVER TWIST"

LOCAL INCOME TAX

Let NALGO Work Out a Scheme

LET us get down to this question of rating systems. Agitators are attributing rate increases to salaries and decrying Whiteleyism because its awards are binding on councils. Some authorities have schemes for ratepayers to pay by instalments and there are proposals for a rate restrictions act.

All this is a potential danger to fair implementation of the Charter. Duty and prudence demand that we who are best able to study the problem should propose the remedy.

I suggest that a long term solution would be a scheme of local income tax as is levied in other countries such as Finland.

Although the work of a local authority is often directed to particular sections of the community, indirect benefits accrue to the nation as a whole. Local authorities' services influence the standard of health, the population replacement rate and the standard of education, all of which affect the technical efficiency and productive output of the country. For these benefits the nation as a whole should pay. But to preserve local characteristics a tax should be levied, not nationally, but in accordance with local policies, although national taxation machinery could be used for its collection.

I think that the principle of local income tax has much to commend it on moral, economic, and practical grounds. As a ratepayer and officer, I should like NALGO to work out details.

13, Kimberley Way, Chingford, E.4. F. NEWMAN

HOLIDAY GROUSES

No Increase After 17 Years

THERE are two classes of officers disillusioned by the Charter: those whose councils have put them in the appropriate grades and who are left wondering by what trick of financial juggle y the cost of living is so contrived that they are no better off; and those whose councils have declined the proper grading or have arranged matters so that their officers stay as they are.

But there is one provision of the Charter not subject to any sort of depreciation—I refer to holidays. This might have been given more attention.

I had three weeks leave when I first left school and joined the L.C.C. Now, after 17 years' service, I still get no more, although a civil servant of my grade gets at least six weeks.

East Ham. R. W. RUSH

Service and Status—Wrong Basis

WHAT logical justification is there for differentiating between the length of holiday of one worker and another. I ask two questions:

Is the man with ten years' service really more deserving, or more in need, of a holiday than a man with three, five or eight?

Does a man with £2,000 a year need longer from his office than a man who cleans sewers needs from his work?

I look to the time when all workers, without distinction, will get a month. A holiday is not a reward for service or status: it is a right.

"VINEYARD"

TECHNICIAN'S WARNING

A Drift to Other Unions?

RECENTLY a ballot paper for NALGO elections contained seven nominees all of whom were from clerical or clerical administrative sections and not one from the technical side.

The returning ex-serviceman technician who completed his articles just before the war has in most cases had a secondary or public school education and, as often as not, college or technical school training too.

In all, his training cost the best part of £500 over three long years of work and study and his technical knowledge compares favourably with that of industrial technicians. He is essentially a scientific worker dealing with the adaptation of nature's resources to the service of man and as such has nothing in common in his work with clerical workers.

Even before the war he was ill-paid for the vast amount of work he did, but two things made it

attractive. Firstly, the long tradition that his was a profession not a job, and secondly the fact that he was just a little better off than the unskilled.

Today he is amongst the worst paid classes in Britain. Though his work is the "raw material of human progress" he receives little of the fruits of society in return. He works a full day and is then faced with night after night of intensive study for such qualifications as A.M.Inst.C.E., A.M.Mun.E.—fully equivalent to college diplomas whose students work three years full time.

For this he is rewarded till he is fully qualified—and even long after—with £330, whilst his own filing clerks and recorders earn far more !

Gradually his heritage of "service for science's sake" is disappearing and disillusionment is taking its place. Without civil engineers, architects, water and electrical engineers, accountants and estate managers, the mechanism of local government with its multitudes of admittedly hard-working clerks would become sterile.

In N A L G O, the technician finds himself in a tiny minority. The Charter scales—otherwise a triumph of unity and organisation—are weighted against him. Technicians demand :

A proportion of at least one technician to every three non-technicians on committees, councils and other representative bodies ; and

The establishment of a committee of qualified and unqualified technical and scientific workers to draw up new scales comparable with those of scientific workers in industry.

Unless this is done there may be a drift of technicians into other unions.

Cardiff. L. ROBINSON

MISUSE OF STAFF

An Open Question

OUR surveyor is very friendly with many of the majority party on the council. Recently he called in one of his clerks and told him that Councillor X wanted a typist on the following day, and that the clerk would have to be ready to spend a day on Councillor X's work. On the following day the clerk reported to Councillor X and spent the day taking down and typing a speech for a by-election.

The clerk is afraid of victimisation if he reports the matter to N A L G O, or makes any complaint. The local branch secretary is disinclined to take action. Will someone please tell me what should be done ? We make a lot of fuss each year about not affiliating to the T.U.C. because we are a non-political organization, yet this case is a glaring example of councillors'—and surveyors'—misuse of a local authority staff.

What is the answer—and who can give it ?

"PUZZLED"

WARRIOR'S HOMECOMING

"No One Interested"

I, TOO, am a technician and my case is similar to that of many others.

At the outbreak of war, we, the draughtsmen and surveyors, architects and engineers, were taken into or volunteered for the services.

The majority of us went into technical branches of the services to continue in our own jobs ; some were commissioned as technical officers ; and some reached seniority in the ranks. Then we returned—to the general division from whence we came. We were given no promise that we should or could be promoted to higher grades. Our service testimonies of character and ability were passed over. Some of us were semi-qualified, but all were far better than before the war.

We found the stools occupied by non-qualified, war-time, civvies, outsiders, Class B releases, and others drawing salaries well over double our own. They were appointed as permanents. We were still temporary. Our service dated from 1936, 7, 8 and 9—theirs from 1946.

So promotion was out of the question. No one was interested. Our chiefs said what a pity we had to go into the army. Never mind. Someday everything would be all right—but *get qualified*.

But exams take from two to five years to pass. In the meantime, we pay for our books, instruments, colours and fees out of our general division salaries, and support our wives and families.

We did the work in peace and in war. Now we are labelled "Not qualified—consider in ten years or more."

"SET-SQUARE"

Astonished at Complaining Spirit

"IGNORANTIA JURIS" in your April number is refreshing after the many complaining letters from some ex-servicemen.

He does at least give evidence of being prepared "to roll up his sleeves." Some others expect a handsome position as a reward.

I lost my articles and career when the first world war began and served overseas in some of the fiercest fighting. After demobilisation I found myself—still under 21—on the market with hundreds of thousands of others similarly placed, with little practical experience, no qualifications, and no position. I obtained a routine clerical position and realised that the only way to make progress was to take off my coat and begin studying.

With less than three years' studying time, working two to three hours every day outside my full time clerical position, I passed the stiff examinations of two professional institutes at the first attempts. There were no incentives of proffered promotion or money grants for passing examinations. I paid for the lot and saw nothing extraordinary in it.

I now pay income tax at the standard rate which helps to pay the cost of the further training and education scheme which has given many present ex-servicemen a fairer deal. That being so, I am astonished at the complaining spirit when conditions are now so immeasurably superior.

"ENTREPRENEUR"

EDUCATION NOTES

Promotion Exam

ALTHOUGH, as we go to press, we still await the syllabus of the promotion examination of the Local Government Examinations Board set up by the National Whitley Council, the N A L G O Correspondence Institute does not intend to be caught napping.

A statement recently issued by that Institute runs :

"The N A L G O Correspondence Institute will have a correspondence course ready at the earliest possible date after publication of the syllabus. It may even be practicable to issue something to students immediately after its announcement, if, as seems possible, the syllabus in any subject covers similar ground to any existing course.

"This will be done with the object of giving students a quick start, and in this event, revised courses, prepared specially for the examination, will be issued later without additional cost. The question of fees and the number of text-books must be left until the syllabus is known, but both will be kept at a minimum. The N.C.I. will be first in the field, with the best course at the lowest cost."

Members interested are invited to write now to N A L G O, 24, Abingdon Street, London, S.W.1, and details of the new course will be posted to them as soon as available.

Planning Diploma

A FULL-TIME, one-year diploma course in town and country planning, begins on September 22 at the School of Planning and Research for Regional Development for approved students holding a University degree or professional qualification. The fee is £100.

A diploma will be given to students who pass the examinations and whose preliminary qualifications entitle them to sit for the final of the Town Planning Institute. The diploma will exempt such students from the T.P.I. examination but they should ascertain from the institute at 18, Ashley Place, London, S.W.1, whether their preliminary qualifications meet requirements.

Other students satisfactorily completing the course will receive a certificate to that effect. Inquire direct from the School at 34, Gordon Square, London, W.C.1.

War Memorial Fund Total Reaches £15,000

ANOTHER nine branches—bringing the total to 77—had by April 30 reached the target of six shillings per member set by N A L G O's War Memorial appeal for £40,000 to meet the cost of buying "Knole Lodge," Bournemouth, as a convalescent home. They were :

Metropolitan.—Barnes, Feltham, Hackney, Shoreditch.
North-Eastern.—Hyde and Durham County.*
East Midland.—Bolsover and Coalville.
South-Western.—Wellington.

Durham is starred since it has well over 500 members and thus falls into the class of big branches in which the difficulty of attaining the target figure is greater than in small ones.

The total raised exceeded £15,000 by the end of April and is steadily rising. Since then, for instance, news reached Headquarters that one thousand guineas had been raised by Liverpool branch—an achievement of which the branch was justly proud.

No Entertainment Tax

Branch memorial committee members and others organising money-raising events will be glad to hear that the Commissioners of Inland Revenue have agreed that no entertainment tax would be payable on such events held for the benefit of the war memorial fund.

Roll of Honour at Conference

The roll of honour, designed by PERCY DEAN SMITH, R.D.I.—designer of the Canadian memorial at Vimy Ridge, and of the Government's Official V-Day programme—has been beautifully printed on fine quality paper. Branches will shortly be informed of the arrangements for their dispatch.

Specimens will be on show at Conference in the Floral Hall, Southport, from June 9-12. They will be inscribed with names supplied by two branches, of their members killed during the war. The inscriptions will be done by two artists, so that delegates may choose which they prefer and decide whether their branch could best commission their inscriptions locally.

Headquarters Job

N A L G O wants a Principal Administrative Assistant for the N A L G O Building Society.

The salary will be £650, rising to £800 by annual increments of £25 (plus cost of living bonus of £59 16s. a year) commencing at a point in the scale according to ability and experience.

The appointment will be subject to medical examination and will be a permanent one, carrying the right of admission to the staff superannuation fund on terms particulars of which will be supplied to intending applicants. The appointment will be subject to two months' notice on either side.

Applications giving full particulars of age, education, qualifications, experience, and three testimonials or references, must reach the undersigned at 24 Abingdon Street, London, S.W.1 by June 30th, the envelope being marked "Principal Administrative Assistant."

Canvassing members of the Council will be a disqualification.

J. H. WARREN,
General Secretary, N A L G O.

Staffs of 177 Companies Have Joined N A L G O

ANOTHER five public utility companies and this month added to the list of 172 whose staffs have joined existing, or formed new branches of the Association. They are :

Electricity.—Salisbury electric light and supply and Yorkshire electric power companies.
Gas.—Grantham gas company.
Water.—West Hants water company.
Transport.—Aire and Calder navigation company.

$2\frac{1}{4}\%$ TAX FREE

SAVE WITH YOUR OWN SOCIETY!

In 1946 the sound, steady progress of the NALGO Building Society was greatly accelerated. Now, in 1947, an increased rate of interest —$2\frac{1}{4}\%$ tax paid— puts it right in the front rank of investment facilities. SAVE WITH YOUR OWN SOCIETY and share in the prosperity that NALGO members and their friends have created for themselves.

Your response is enabling the Society to offer extended mortgage facilities from July 1 as described on page 342.

Full particulars from :—

NALGO BUILDING SOCIETY

24, ABINGDON STREET, S.W.1

der the provisions of the new arter, my success will depend upon alification. The NALGO Cor- pondence Institute improves my nces of promotion by providing first-class tuition at v fees for Local Government Examinations.

re's an up-to-the-minute example : a specially designed urse to help students qualify for the DIPLOMA IN BLIC ADMINISTRATION — an important stepping ne. And very soon—immediately following the pub- tion of the syllabus—the Institute will be ready to ch all aspirants for the vital new PROMOTION AMINATION.

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General Secretary Makes "Whirlwind" Tour of Scotland

"THE activities of branch officers and other voluntary workers are the life-stream of the Association," declared JOHN H. WARREN, general secretary, NALGO, to a record meeting of the Scottish district committee at Ayr on May 10 after a whirlwind 6-day tour of half Scotland, in which he had :

Covered nearly 1,000 miles from Brora in the North to Ayr in the West ;

Addressed representatives of some 25 branches at 12 functions—apart from the district committee—ranging from ordinary branch meetings to lunches and dinners with lord provosts, councillors, and officers ;

Touched on every subject covered by NALGO's work ; and said much of interest to the public which was reported in the Scottish Press.

He has left an indelible impression on Scottish members of his ability, sympathy and understanding, and instilled a wider appreciation of the power and function of the Association.

One delegate to the committee had travelled from as far as the Orkney Islands.

NALGO, Mr. Warren continued, was unique as a trade union because of the wide range of its objectives, its services, its constructive function, and its comprehensive membership covering every profession and every grade of officer, junior and chief, in the Service.

Calling for the establishment of local joint committees, he said that local machinery was an indispensable element in Whitleyism. He hoped we would never get to the point when all negotiating work was left to paid officers. The Association had been built on the effort of branches and would rely on them just as much in future. His own experience in negotiation came from his leadership of deputations for ten years whilst branch chairman at Birkenhead.

But whether there were local joint committees or not, branches still had right of access to their employers on all matters affecting pay and conditions and should not hesitate to use that right. It gave them experience, confidence, and increased influence.

The district committee approved :

A scheme for the organisation—on area and district level—of electricity, gas, and hospital staffs likely to be affected by forthcoming legislation ; and

Remitted back for thorough study of the financial problems involved, proposals for a Scottish district bi-monthly magazine.

J.I.C. Decisions

Miscellaneous Division.—Deadlock has hit Joint Industrial Council negotiations on behalf of certain officers excluded from the Charter under Paragraph 30. The staff side has turned down scales suggested by the employers on May 8 and are now considering the next move.

Grading.—After prolonged discussion, the Joint Council has agreed that local authorities should continue to make gradings of professional officers and that the staff side will collate the gradings of each class and put forward unification proposals.

Grouping of Local Authorities. A poor response from local authorities has met the J.I.C. questionnaire on grouping. A reminder was sent in an effort to get replies by the May 30 meeting.

Branch Magazines.—Two more have been added to the growing list : "Newsletter," **Inverness**, and "County Notes," **Stewartry of Kirkcudbright**—both printed, and both having at the helm their active public relations officers.

Reinstatement Win.—Promotion at least equal to a person employed temporarily during the war and to whom part of his work had been transferred while he was on war service, was ordered recently for ERIC LINDSAY, **Roxburghshire**, with retrospective effect from November last year, by the Reinstatement Committee under the Reinstatement in Civil Employment Act.

Mr. Lindsay, on his return, had been placed in the general division while the other appointee was graded in the higher division.

Public Utilities.—The J.I.C. has refused to participate in the new National Gas Council established in England. Since 87½ per cent of Scotland's gas supply is in the hands of local authorities whose staffs are already covered by the existing Council, a standing joint committee should be set up to cater for the staffs in o undertakings, the J.I.C. contends. Representat of these undertakings will be invited to collabo

Representatives of private electricity staffs in Edinburgh on May 3 and discussed sc conditions, and a progress report on setting wage-fixing machinery.

Service Conditions

Staffs of the following companies have welcomed to membership of NALGO :

Gas—**Ayr, Irvine, Newton on Ayr, Vale of Le** and **West Calder** gas companies.

Electricity—Central Electricity Board (Glas and Central Electricity Power Company (Dunf line).

Charter Progress.—These authorities shoul added to the list of those having adopted Scottish Charter :

Counties—**Renfrew.**

Burghs—**Bonnyrigg and Lasswade, Buckie Oban.**

Twenty-three counties, all the four counti cities, and 63 burghs have now adopted it.

Scotland's Legal Victorie

TWO recent legal victories for NALGO Scotland, in both of which members ceived full settlement of their claims, illust once more the effectiveness of the Associati defence machine.

One concerns a one-time cashier of G parish council transferred to **Glasgow** on abolition of his post and the transfer of parish's functions to the corporation. corporation made an assessment of compensa which he accepted but payment of which was pended in view of his employment at Glas Later, when he retired, he applied for payn but was refused, the corporation contending the assessment should not have been made i first place. An action was raised in the C of Sessions, and, after discussion, the o agreed to accept £1,375 and costs.

The other is about a **West of Scotland** mer injured in an accident directly caused by fa mechanism of a council car in which he w passenger. The council admitted liability paid his claim.

August School Speakers

This year's Scottish summer school at Macintosh Hall, St. Andrews University, **St. Andrews** from **August 16 to 23**, with **first-class quarters and catering at 13s. a day**, plus five per cent. for gratuities, will include lectures on :

Local Government—Wm. C. Dundas, county clerk and treasurer, Selkirk county.

Town and Country Planning—Robert Grieve, regional planning officer.

National Health Service—Sir Alexander Macgregor, former M.O.H., Glasgow.

Local Authority Finance—G. B. Esslemont, city chamberlain, Glasgow.

New Education Service—W. T. H. Inglis, director of education, Ayr county council, and

Scottish Tourist Board—W. A. Nicholson, manager, Scottish Tourist Board.

Particulars from HARRY RAE, Scottish district officer, 67 West Nile Street, Glasgow, C.1.

The General Secretary Returns Thanks

"My visit to Scotland last month left me with a deep sense of the vigour and loyalty of our Scottish members, and an abiding memory of the warm and hospitable reception they gave me.

"I hope that something of what I said was found helpful, but I came primarily to learn, and am sure that I have returned with a much closer grasp of Scottish problems and conditions.

John Warren
General Secretary, NALGO.

"Teddy" Riley, Staff Leader, Quits N.J.C.

MEETING in London on May 17, primarily to decide its policy on motions before Conference on June 10-12, the National Executive Council recorded its warm thanks to E. L. RILEY for his able leadership of the staff side of the National Joint Council since 1945.

Mr. Riley resigned that position and his office in the branch on becoming establishment officer to the Liverpool Corporation. He will be succeeded by L. BEVAN, N.E.C. and South Wales and Monmouthshire district, as staff side leader. Mr. Riley has no intention of resigning from the N.E.C.

Other matters dealt with included :

Joint Council for Gas Staffs.—The Association has approved the formation of a joint industrial council and regional councils for the gas industry. It will deal with gas staffs, both municipal and non-municipal. Representatives have been provisionally appointed. A number of seats will be allocated to members employed in the industry —including officers who are not members of the National Executive Council. The method of appointing them, and other joint councils for industries not yet established, will be considered.

Bonus Consolidation.—Approval has been given to proposals submitted to the employers by the staff side of the National Whitley Council. They include equal pay for men and women. In formulating the proposals regard has been paid to existing scales in the civil service, banks, the insurance offices, the London County Council and other services. Branch criticisms have also been carefully considered by the staff side which will act in the best interests of members as a whole.

E.P.E.A. and NALGO.—Criticisms of certain aspects of the joint working agreement have been considered and it is hoped to make arrangements to meet them. The Council has re-affirmed the agreement.

Medical Laboratory Technicians.—The A ciation has approved a draft constitution f joint industrial council to regulate the sal and conditions of service of medical labora technicians, as from April 1 this year. representatives appointed for the remainde the year were G. W. PHILLIPS, W. PITT STEELE deputy general secretary and the chief organiza officer.

N.E.C. Dinner

After the meeting, the National Execu Council held its customary annual dinner Grosvenor House, Park Lane.

Among its distinguished guests were : SIR J WRIGLEY, deputy secretary, Ministry of Hea SIR JOHN MAUD, permanent secretary, Ministr Education ; SIR GODFREY INCE, secretary, Min of Labour and National Service ; GEOF HUTCHINSON, K.C., chairman, Non-Co Boroughs Association ; T. WILLIAMSON, M secretary, National Union of General and M cipal Workers ; H. VINCENT TEWSON, ge secretary, T.U.C. ; T. W. BURDEN, M.P. ; WALKER-SMITH, M.P. ; H. E. CLAY, Assis general secretary, Transport and General Work Union ; E. W. TAME, president, Society of T Clerks ; and H. L. BULLOCK, chairman, T.U National Advisory Committee for the L Government Service; with a full representatio the local authority associations.

English Charter Progres

OF the 1,530 local authorities in England Wales, 1,385 had by May 13 adopted Charter. This is an improvement of ten on figure published in May. One hundred authorities have also come into line, maki grand total of 1,485.

Latest authorities to adopt the Charter are

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Urban Districts.—**Buckfastleigh, Clay C Ledbury.**

Rural Districts.—**Beaminster, Holywell, Nev Settle, Skipton and Williton.**

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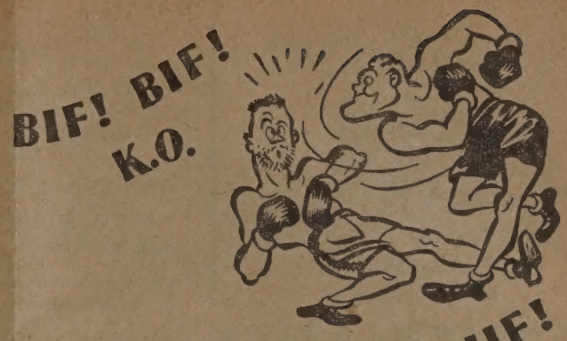

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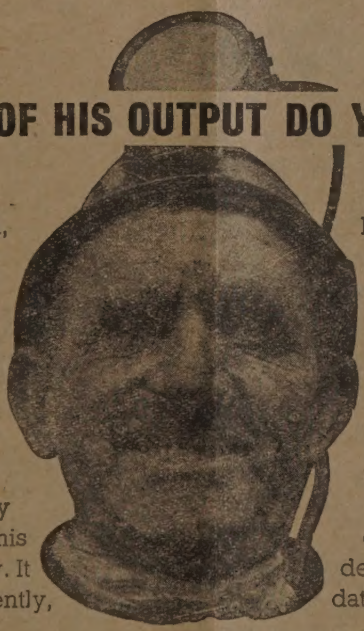

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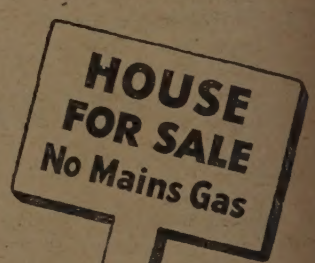

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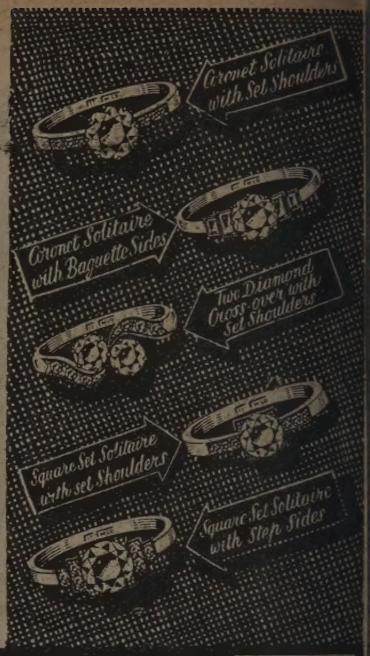
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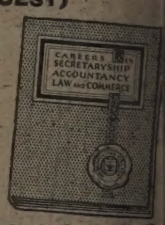

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